

SHIFT PATTERN PROPOSALS

AT A GLANCE

We currently operate different shift patterns in different sites for our Nursing, Midwifery and HCSW communities. This has resulted in operational challenges, and feelings of inconsistency. We are committed to aligning our shift patterns, and to ensuring everyone can take the breaks they are entitled to. We shared an original proposal (option 2) for shift pattern alignment in May 2025. We listened to staff and Trade Union feedback and developed a revised proposal (option 8) which was shared in December 2025. The revised proposal continues to meet our changing service needs, while also enabling protected time for learning and development, guaranteeing regular breaks and reducing the frequency of long working weeks. On 30 July 2026 the Health Board endorsed progressing to the next phase of consultation on both options.

REVISED PROPOSAL (OPTION 8)

- Week 1-

3x 12.5hr shifts

(2x 30min breaks)
- Week 2-

3x 12.5hr shifts

(2 x30min breaks)
- Week 3-

3x 12.5hr shifts

(2x 30min breaks)
- Week 4-

3x 12.5hr shifts &
1 x 6.3hr shift

(2x 30min breaks/
1 x 20min break)
- Week 5-

3x 12.5hr shifts

(2x 30min breaks)
- Week 6 -

3x 12.5hr shifts

(2x 30min breaks)
- Week 7-

3x 12.5hr shifts

(2x 30min breaks)
- Week 8 -

4x 12.5hr shifts

(2x 30min breaks)

- Plus **42 hours of protected CPD** time annually
- New 6.3-hour (6-hour, 20-minute) shift, to include a **20-minute break and dedicated handover time**
- Fewer weeks requiring four long shifts - **improved work-life balance**
- **Regular, frequent breaks** incorporated
- Lower savings, but **more balanced and sustainable**

HIGH LEVEL OVERVIEW OF REVISED PROPOSAL (OPTION 8)

	'Former CT' shift pattern	'PoW' shift pattern
Current shift pattern	• 7.00am/pm - 7.30pm/am (12.5 hours) • 3 x 12.5-hours shifts per week, each with 1 x 30-minute unpaid break. • 6-hour make up shift every 4 weeks	• 7.00am/pm - 7.30pm/am (12.5 hours) • 3 x 12.5-hours shifts per week, each with 2 x 30-minute unpaid breaks. • 12.5-hour make up shift every 4 weeks
Overview of revised proposal (Option 8)	• Work a 12.5-hour make-up shift (instead of a 6-hour shift) once every 8 weeks • Plus 42 hours protected CPD per FTE • 2 x 30-minute rest breaks built into 12.5 hour shifts • 20-minute rest break and dedicated handover time built into 6.3 hour shifts	• Work a shorter 6.3-hour shift (instead of a 12.5-hour shift) once every 8 weeks • Plus 42 hours protected CPD per FTE • Retain 2 x 30-minute rest breaks in each long shift • 20-minute rest break and dedicated handover time built into 6.3 hour shifts
Note: This does not mean any changes to pay. Contracted hours remain the same – the proposal would only change how hours are arranged across the rota cycle, not how many hours are paid.		

NEXT STEPS

- **Individual consultation** will commence on **option 2** (PoW shift pattern) and **option 8** from August 2026.
- Consultation will involve **direct engagement with affected staff** to help you understand the proposed options. This will include group briefing sessions and individual conversations.
- All supporting information will be available via the **Shift Pattern Consultation Hub**
- **No final decision has been made.** We know that rest breaks and shift arrangements affect your lives, caring responsibilities and wellbeing. Your feedback will help support fair and balanced decision-making before any recommendation is made.
- Following conclusion of individual consultation, we will return to Board for further discussion on next steps.
- **Thank you for your engagement.**

